

ARLINGTON HEIGHTS SCHOOL DISTRICT 25  
1200 S. Dunton Ave.  
Arlington Heights, Illinois 60005

School Board Meeting Minutes  
June 10, 2025

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:19 p.m. on June 10, 2025. The meeting was held at the Dunton Administration Building, 1200 S. Dunton Avenue, Arlington Heights, Illinois. Roll call was noted and the Pledge of Allegiance said.

Board members present: Melissa Buchberger, Brian Cerniglia, Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, Greg Scapillato, and Deb Tranter

Board members excused: None

Others Present: Dr. Brian Kaye, Superintendent

**Motion:** G. Scapillato moved and K. Michael seconded that the Board of Education adjourn into closed session to discuss: The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity, 5 ILCS 120/2 (c)(1); Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06, 5 ILCS 120/2(c)(21); Student disciplinary cases, 5 ILCS 120/2(c)(9); The placement of individual students in special education programs and other matters relating to individual students, 5 ILCS 120/2(c)(10); Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes, 5 ILCS 120/2(c)(11). Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.



**Public Hearing on the Amended Budget for 2024-2025**

Mr. Scapillato called the Public Hearing on the Amended Budget for 2024-2025 to order at 7:05 p.m. He asked if anyone present was there for the Public Hearing. Since there were no questions or comments, Mr. Scapillato adjourned the Public Hearing at 7:05 p.m.



The Board returned to open session at 7:05 p.m. Roll call was noted and the Pledge of Allegiance said.

Board members present: Melissa Buchberger, Brian Cerniglia, Dr. Anisha Jogee, Kevin Michael, Elizabeth Niernan, Greg Scapillato, and Deb Tranter

Board members excused: None

Others Present: Dr. Brian Kaye, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Dr. Becky FitzPatrick, Assistant Superintendent of Student Learning; Diane Kaffka, Assistant Superintendent for Student Services; Kendra Perri, Assistant Superintendent for Personnel and Planning; Chris Fahnoe, Director of Technology; Sandy Voss, Director of Food & Nutrition Services; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; staff; and community.

#### Recognitions and Presentations

Congratulations to the South and Thomas Middle School Track and Field State Qualifiers. Thank you to their coaches Tim Evans, Kim Radzak, Dani Stassen, and Tyler Stordahl from South M.S.; and Arin Damico, Dave Keller, Joe Kim, and Christine Papahronis from Thomas M.S.

#### South Middle School

Kari Anderson  
Jacob Ayala  
Isabella Caldera  
Marley Camardella  
McKenna Carroll  
Audrey Childs  
Yamato Endo  
Emilie English  
Eliza Farry  
Stephen Foltin  
Katelyn Grund  
Miko Grzanka  
Isaac Hamada

Gretchen Heckard  
Quinn Johnson  
Mila Kacprzynska  
Lily Newman  
Justin Pippins  
Kaitlin Tonkovic  
Madison Viken  
Sophie Wery  
Rodrigo Zapata Solano

#### Thomas Middle School

Vada Ashman  
Avery Bashford  
Karina Boduch

Clare Casey  
Zoha Chaudhry  
Camille Devine  
McKenna Fox  
Adelaide Galla  
Ellie Karajic  
Sophia Quiroz  
Madeline Serur  
Finley Spokas  
Katie Szabo  
Gabriella Torres  
Clara Vincent

Thank you to our dedicated, creative, passionate, enthusiastic, and caring Music, Chorus, Band, and Music for Youth teachers, the district has been awarded **Best Communities for Music Education** national recognition by The National Association of Music Merchants (NAMM) Foundation. The Foundation recognizes and celebrates school districts for their support and commitment to music education.

#### District 25 Teachers:

Dana Berry

Katherine Conomikes  
Kenny Cook

Len Deptula  
Kate Hojek

Candi Horton  
Oksana Lukaszewskyj  
Adam Mead  
Catherine Privett  
Kaitlin Pucci  
Katie Randolph  
Carolyn Schneider

Marcus Szuwald  
Olivia Weismann  
Casey Whitaker-Vittone  
Camille Ziemann  
Music for Youth:  
Erin Cano

Tammy Glassburg  
Gretchen Grube  
Cloudia Huang  
Phillip Lee  
Vannia Phillips  
James Sanders

#### Board Communications:

- Board Member Updates – Mr. Michael attended the South M.S. graduation ceremony. Ms. Tranter gave a speech at and attended the Thomas M.S. graduation and the Rec Park ribbon cutting ceremony. Ms. Nierman attended both graduations, gave a speech at the South M.S. graduation, and thanked the PTA. Dr. Jogee attended the Arlington Heights Memorial Day Parade. Mr. Scapillato attended the Patton 5<sup>th</sup> grade musical.
- Legislative Report – Mr. Michael attended the June 6 ED-RED meeting, and provided information on recent legislative updates discussed at the meeting. The ED-RED mini summit will be held on June 12, and the ED-RED legislative breakfast will be held on August 1.
- IASB/COSSBA – Dr. Jogee reported that the IASB Executive Board recently met and approved the Association budget and strategic plan for the fiscal year starting July 1. Dr. Kathy McFarland will be the new Executive Director of COSSBA beginning July 1, 2025.
- NSSEO – Ms. Nierman reported that they NSSEO held graduations and end of the year celebrations. There was discussion regarding the process for District 25 to review the NSSEO articles of agreement.

#### Community Input - None

#### Communications from District Partners

- PTA – Dr. Kaye read a report from Ms. Bhansali. Twelve scholarship recipients were honored at the Scholarship Breakfast. Eleven students were honored at the Regional PTA Reflections Showcase. Next year's Reflection theme is "I Belong!". All of the volunteers this year were thanked. Next year's Executive Board was elected at the May PTA meeting.
- ATA – Ms. Berg provided a spotlight on the many happenings at the schools.

There were no reports from:

- ABC25

#### Consent Agenda

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve those items on the Consent Agenda as follows: (A) Personnel Report and Addendum to Personnel Report; (B) Treasurer's Reports (C) Invoices; (D) Special Meeting

Minutes of May 7, 2025; (E) Regular and Closed Session Meeting Minutes of May 13, 2025; (F) Superintendent Memberships and Professional Development.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

#### Student Learning – No Report

#### Student Services – No Report

#### Business and Finance

##### Music for Youth Contract

Ms. Mallek noted that district administrators met with Music for Youth representatives to review details of the contract. The agreement reflects annual increases based on the lesser of CPI-U or 5% for the next three years.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Proposed Agreement for Music Services with Music For Youth of Arlington Heights for the 2025-26 thru 2027-28 school years.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

##### Resolution Transferring \$178,800 from the Working Cash Fund to the Capital Projects Fund

Ms. Mallek noted that as reflected in the approved budget, the district planned to transfer up to \$178,800 of interest earned in 2024-25 from the working cash fund to the capital projects fund to cover future capital project needs.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Resolution Transferring Interest from the Working Cash Fund to the Capital Projects Fund not to exceed \$178,800.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

##### Food and Nutrition Services Update

Ms. Voss provided a Food and Nutrition Services update to the Board, which included department information, finances, ongoing initiatives and operations. Department goals this year included upgrading equipment to enhance the quality of the foods served, and student engagement outside of the cafeteria. She thanked ABC25 for their partnership on the Fork Farms initiative. The staff produced and served 394,000 meals this year, and 86% of enrolled students ate school lunch at some point in the year. The staff total 36 people. A Board member asked if the district does a parent survey for what they would like to see on the menu. Ms. Voss was thanked for the detailed presentation and encouraging student participation.

##### 2024-2025 Amended Budget

Ms. Mallek stated that there are no changes to the amended budget since it was presented at the April 22 meeting.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education adopt the 2024-2025 Amended Budget as presented.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

#### Facilities Management – No Report

#### Personnel and Planning

##### Personnel Plan, 2025-2026

Ms. Perri noted that staffing projections are based on student enrollment projections, program needs, mandated state programming, student-identified needs, and the goals of the district. Updates to the plan were highlighted. A contingency amount continues to be budgeted to accommodate staffing needs that may arise due to unexpected enrollment changes or new students with special needs entering the school district.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Personnel Plan for 2025-2026 as presented.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0

##### Employee Compensation, 2025-2026

Ms. Perri noted that increases in compensation for the 2024-2025 school year are based on 3.4% CPI, unless otherwise noted. The district is recommending a salary adjustment for the Teaching Assistants.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the 2025-2026 employee compensation for current Teacher Assistants, Building Support Technicians (BST), Registered Nurses (RN), Educational Support Personnel (ESP), Other Support Personnel (Other), Food Service, and Administrators as submitted.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

##### Memorandum of Understanding, Microcredential Program

Ms. Perri thanked Ms. FitzPatrick for her work on the Microcredential Program. The District 25 administrative team collaborated with the ATA to create a competency-based recognition that allows teachers to showcase their proficiency in a specific area that contributes to student success. She provided highlights of the MOU, and noted that it will continue for the duration of the current contract, which ends in June 2026. A Board member shared that this is a wonderful opportunity for teachers. A Board member asked about the current lane stipulations.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Memorandum of Understanding "Microcredential Program" as presented.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

### 2025-2026 Calendar Revision

Ms. Perri stated that following further review and input from the Calendar Committee, the April 6 SIP Day will move to March 17, which is scheduled as a primary election day. This will be brought back at the July meeting for a vote.

### Superintendent Report

#### Superintendent Update

Dr. Kaye shared updates with the Board on various items including the middle school graduations, and today being the last day of school. He thanked all of the staff for a wonderful school year. He updated the Board on the Strategic Plan process, including obtaining feedback on the draft portrait of a learner/graduate.

### Freedom of Information Act Report

- Tara Reed, Navigator Specialist Manager at e.republic, requested information on award for School Photos; a response was provided on May 13, 2025.
- Mike Vichich requested information on purchase orders; a response was provided on May 21, 2025.
- Renzo Dalit requested information on staff information; a response was provided on May 30, 2025.
- CT Mills requested information on administrator information; a response was provided on May 30, 2025.

### NSSEO Draft Resolution

Dr. Kaye noted that this was presented at the previous meeting.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the "Resolution Directing NSSEO School Board Representative to Act in Accordance with the Will of the Arlington Heights District 25 School Board" as presented. Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0

### Finance Committee

Mr. Scapillato stated that Ms. Mallek received information from local school districts that also have Finance Committees. Board members asked questions and there was discussion on the structure and scheduling of the meetings. Mr. Scapillato asked if the Board could pilot the committee for the 2025-26 school year, and Board members agreed. Mr. Scapillato will share the committee assignments with the Board later this week.

### Community Input – None

### Future Agenda Items

Topics with Dates to be Determined - None

### New Topics

IASB President Recommendation for Dr. Anisha Jogee

Dr. Jogee is considering applying for the IASB President position this year. She will provide the application documents to the Board at the July meeting, and would appreciate the Board's support. Board members agreed that this will be an action item at the July Board meeting.

**Motion:** K. Michael moved and A. Jogee seconded that the Board of Education return to the Closed session meeting at 8:58 p.m. for the same reasons as previously stated.  
Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

The Board returned to open session at 10:30 p.m.

**Motion:** K. Michael moved and M. Buchberger seconded that the Board of Education adjourn the regular meeting.  
Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

The Board adjourned the regular meeting at 10:31 p.m.

Submitted,

Lana M. O'Brien  
Recording Secretary

Approved: July 15, 2025

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President  
Board of Education

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Secretary  
Board of Education

Date minutes available for public inspection: July 21, 2025

Date minutes posted on District website: July 21, 2025